



STEVEN L. BESHEAR
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2013-841
November 15, 2013

EXECUTIVE BRANCH AFFIRMATIVE ACTION PLAN

WHEREAS, the government of the Commonwealth of Kentucky exists to serve equally all the people of this state; and

WHEREAS, this administration is firmly committed, legally and morally, to securing for all Kentuckians equal employment opportunities and freedom from discrimination and other forms of harassment in employment with the Kentucky State Government Executive Branch; and

WHEREAS, an affirmative action plan, as envisioned by the provisions of KRS 18A.138, serves to redress traditional and social patterns of discrimination which may create artificial barriers to employment opportunities; and

WHEREAS, the implementation of an affirmative action plan ensures that equality and fairness to all is recognized to be in the best interest of the Commonwealth:

NOW THEREFORE, I, Steven L. Beshear, Governor of the Commonwealth of Kentucky, by virtue of the authority vested in me by the Constitution and laws of Kentucky, hereby Order and Direct the following:

1. The Executive Branch Affirmative Action Plan dated November 15, 2013, shall be the official document for implementing the Executive Branch's policy on equal employment opportunities, and shall remain in full force and effect except as modified due to changes in the federal and state law;
2. This affirmative action plan shall provide for equal employment opportunity to all people in all aspects of employer-employee relations without discrimination because of race, color, religion, sex, national origin, sexual orientation, gender identity, ancestry, age, disability, genetic information, political affiliation or veteran status. Employer-employee relations shall include but not be limited to hiring, promotion, termination, tenure, recruitment and compensation;



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3. This Administration condemns workplace harassment. The affirmative action plan shall outline the Executive Branch's policy against harassment and provide guidelines for enforcing such policy;
4. Every program cabinet, department or agency of the Kentucky State Government Executive Branch shall comply with the provisions of the affirmative action plan;
5. Equal employment opportunities shall be an integral part of each cabinet, department and agency program, and any program evaluation shall include an assessment of equal opportunity performance;
6. The Secretary of the Personnel Cabinet shall be responsible for the implementation and monitoring of the affirmative action plan and shall provide such technical assistance and reporting as may be deemed appropriate to accomplish the purposes identified by the affirmative action plan;
7. The Secretary of the Personnel Cabinet shall report to the Office of the Governor semiannually regarding female and minority employment within the Executive Branch.


STEVEN L. BESHEAR, GOVERNOR
Commonwealth of Kentucky


ALISON LUNDERGAN GRIMES
Secretary of State